Chapter VII

RESEARCH CONTRIBUTIONS AND SCOPE FOR FURTHER RESEARCH STUDY
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7.1 RESEARCH CONTRIBUTION

Researcher has put all the efforts to gain attention of concerned MBA Students of various management students affiliated to university of Pune in Pune City, Career Counselors, Management Institutes, University of Pune authorities, Ministry of Human Resource Development (HRD) towards area of career planning and counseling for MBA aspirants for building successful corporate career. Research by means of survey also identified that majority of students those who opt for MBA courses have dream of building successful corporate career.

In order to convert their dream into reality there is a need of exclusive proactive approach towards career planning and development for the purpose of holistic development of student along with career. Mere training and development program, workshops, guest lectures will only contributes to some skill enhancement purpose but it is not sufficient to fulfill corporate expectations about MBA graduates and to make them employable in true sense. Researcher made the efforts to begin the journey towards holistic development of students by putting stepping stone towards their career planning. Following are the details of Researcher’s contribution to the body of subject knowledge.
1. **Researcher has formulated conceptual framework of career planning and counseling for concerned MBA students**

By understanding said MBA student’s corporate career aspiration and on the other hand understanding corporate expectations about these MBA graduates and trends in contemporary corporate world. These will act as guidelines for the career planning and development of concerned MBA students. Also these guidelines will help them in setting realistic corporate career goal instead of having unrealistic expectations.

These guidelines are also helpful to various concerned management institute, University of Pune, Ministry of HRD for policy making purpose for optimum utilization of Human Capital, the young productive generation of our nation. The efforts of these generations will be channelized in right direction which is otherwise wasting their energy because of lack of right kind of guidance.

2. **Identification and utilization of HR tools and techniques for developing corporate career building programme (CCBP) for concerned MBA students.**

Researcher reviewed various HR tools and techniques viz. Harrington-O'Shea's Career Decision-Making System (CDM) , System of Interactive Guidance and Information (SIGI), Strong-Campbell Interest Inventory (Sell), Big Five Model, Raymond Cattell’s 16 PF (Personality Factors), Myers-Briggs Type Indicator (MBTI), Competency Mapping, SWOT Analysis. She also discussed with professionals to understand most effective, commonly
used tools. She has identified SWOT Analysis and Competency Mapping tool as most popular and effective tools. Accordingly researcher developed customized framework of SWOT Analysis and Competency Mapping to give strategic approach to developed model (Ref. Pg.---) which is used in the current CCBP model for corporate career building programme of concerned MBA students.

3. **Development of Corporate Career Building Programme (CCBP) model.**

The most important contribution of researcher to the present research study was researcher developed Corporate Career Building Programme (CCBP) model for the exclusive purpose of building successful corporate career of MBA aspirants as majority of them dreams for same.

**7.2 SCOPE FOR FURTHER RESEARCH STUDY**

1. Development of Skill Gap Inventory: Skill Gap inventory can be developed by understanding corporate skill set expectations and actual skill set of MBA Students.

2. Development of Training Calendar: To bridge the above skill gap effectively and need based training program is expected. Schedule of such all the training program can be summarized in Training Calendar.

3. There is need for holistic counseling for the successful Implementation of CCBP model so appropriate counseling program can be developed.